



Drug and Alcohol Abuse  
Prevention Program (DAAPP)  
2018

## **Introduction Statement**

### **Southern Vermont College**

The Drug Free Schools and Campuses Regulations (34 CFR Part 86) of the Drug- Free Schools and Communities Act (DFSCA) requires an institution of higher education (IHE) such as Southern Vermont College, to certify that it has implemented programs to prevent the abuse of alcohol and use and/or distribution of illicit drugs both by SVC students and employees both on its premises and as a part of any of its activities. At a minimum, an IHE must annually distribute the following in writing to all students and employees:

- I. Standards of conduct that clearly prohibit the unlawful possession, use or distribution of illicit drugs and alcohol by students and employees;
- II. A description of the legal sanctions under local, state, or federal law for the unlawful possession or distribution of illicit drugs and alcohol;
- III. A description of the health risks associated with the use of illicit drugs and alcohol abuse;
- IV. A description of any drug or alcohol counseling, treatment, rehabilitation, or reentry programs that are available to employees or students; and
- V. A clear statement that the institution will impose sanctions on students and employees and a description of those sanctions, up to and including expulsion or termination of employment and referral for prosecution, for violations of the standards of conduct.

#### **I. Standards of Conduct**

Southern Vermont College (SVC) strives to maintain an environment that promotes the health and safety of the community and the responsible choices and behaviors of the College community concerning the use of alcohol and drugs. The College recognizes the serious nature and potential harmful effects of using alcohol and controlled substances in the workplace and educational setting. SVC will provide employees and students with a drug-free work place and learning environment. If the College is to be successful with its mission and goals we must work together to achieve a "Drug-Free SVC".

#### **A. Employees**

Southern Vermont College wants to provide a drug-free, healthful, and safe workplace. To promote this goal, employees are required to report to work in appropriate mental and physical condition to perform their jobs in a satisfactory manner. No employee may use, possess, distribute or sell illegal drugs on College premises. Employees are prohibited from drinking alcoholic beverages on the job and from reporting to work under the influence of alcohol. Violations of this policy may lead to disciplinary action.

Employees with questions or concerns about substance dependency or abuse are encouraged to use the resources of the Employee Assistance Program to receive assistance or referrals to appropriate resources in the community. Under the Drug-Free Workplace Act, an employee who performs work for a government

contract or grant must notify SVC of a criminal conviction for drug-related activity occurring in the workplace. The report must be made within five days of the conviction. Employees with questions on this policy or issues related to drug or alcohol use in the workplace may raise their concerns with their supervisor or the Director of Human Resources without fear of reprisal.

## **B. Currently Enrolled Students**

Currently enrolled students are required to abide by Southern Vermont College's Community Standards of Conduct Student Handbook. The College encourages students to make informed decisions regarding alcohol consumption.

The College does not permit the possession or consumption of alcoholic beverages by students under 21 years of age, and the possession or consumption of alcohol is not permitted in first-year student housing. The College adheres to Vermont State alcohol laws. A student who decides to consume alcohol assumes full responsibility and consequences from its use or abuse, both on and off campus.

### **II. Legal Sanctions**

#### **State Laws and Local Ordinances: Alcohol**

1. Vermont law provides that no person shall sell or furnish any alcoholic beverages to any person who is under the age of 21. Violators generally may face a fine not less than \$500 and up to \$2,000 and/or imprisonment up to two years, and/or civil actions for damages. Where the underage person is involved in a related motor vehicle accident as an operator and death or serious bodily injury results, violators may be imprisoned for up to five years and fined up to \$10,000.
2. No person shall knowingly enable the consumption of alcoholic beverages by a person under the age of 21; "enable" under this Vermont law means to create a direct and immediate opportunity for a person to consume alcoholic beverages, including where there is no charge for such beverages. The potential penalties for violation of this provision are as those detailed in the section above.
3. Individuals knowingly aiding any person under the age of 21 in procuring alcoholic beverages, or who falsely represent their age for the purpose of procuring/consuming alcoholic beverages, may face a fine of not more than \$500 and/or imprisonment of not more than 30 days.
4. Anyone who sells alcoholic beverages without a license may be punished by fine and/or imprisonment. If admission is charged at an event where alcohol is served, sponsors must have obtained a license.
5. State law prohibits Southern Vermont College from providing alcohol at College events unless a licensed caterer (approved by the College) has been contracted for the event. Students/guests are required by law to present, when asked, proof of age in the form of a current valid driver's license, passport, or state-issued identification card.
6. Town of Bennington open container ordinances prohibit consumption of alcoholic beverages in public areas and in or on motor vehicles, either moving or stationary. Violators are punishable by a fine not exceeding \$100 or imprisonment not exceeding 30 days or both.

## **Drug Policy**

1. The presence, possession, sale, distribution, manufacturing, or use of any drug(s) currently classified by the State of Vermont or the Federal Government as a narcotic drug including, but not limited to, marijuana, LSD, cocaine, MDMA (ecstasy), heroin, and other illicit drugs is prohibited anywhere on campus including campus-sponsored events and personal automobiles parked on campus property.
2. Possession of drug-related paraphernalia (including, but not limited to, roach clips, pipes, bong, water-pipes, cocaine spoons, hypodermic needles, rolling papers, scales, grinders), or any item containing drug residue is prohibited. These items will be confiscated by Campus Safety.
3. Unauthorized possession, improper use, sale, distribution, and/or manufacturing of medication or prescription drugs are prohibited. Possession and use of prescription medication is only permitted with a valid prescription belonging to that individual.
4. Intoxicants, natural or synthetic, are prohibited if used to produce an altered mental state.

## **State and Federal Drug Regulations: Drugs**

1. State and federal laws provide for potentially severe and, in some cases, mandatory penalties in the forms of fines, imprisonment, and seizure of property for persons who knowingly and unlawfully possess illegal drugs for use or sale.
2. Federal regulations permit revocation of federal student aid to anyone prosecuted and convicted of a drug offense.

### **III. Health Risks**

Alcohol – Alcohol consumption causes a number of changes in behavior and physiology. Even low doses of alcohol significantly impair judgment, coordination, and abstract mental functioning. Statistics show that alcohol use is involved in a majority of violent behaviors on college campuses, including acquaintance rape, vandalism, fights, and incidents of drinking and driving. Continued use may lead to dependency, which often causes permanent damage to vital organs and deterioration of a healthy lifestyle. While legal use of alcohol may be accepted socially, abstinence is a preferred choice for many people in the College community. A larger percentage of college-aged students do not drink or drink infrequently as compared to those who drink often or to excess. Each individual must make a responsible decision about alcohol use. For some individuals, the use of alcohol can lead to academic problems, personal problems, and/or legal problems. Alcohol may interfere or interrupt the education process.

Marijuana/Cannabis/Hashish – The use of marijuana may impair or reduce short-term memory and comprehension, alter sense of time, and reduce coordination and energy level. Users often have a lowered immune system and an increase risk of lung cancer.

Hallucinogens – Lysergic acid (LSD), mescaline, and psilocybin cause delusions and hallucinations. The user may experience panic, confusion, suspicion, anxiety, and loss of control. Delayed effects or flashbacks can occur even when use has ceased.

Phencyclidine (PCP) affects the section of the brain that controls the intellect and keeps instincts in check. Because the drug blocks pain receptors, violent PCP episodes may result in self-inflicted injuries.

Cocaine/Crack – Cocaine users often have a stuffy, runny nose and may have a perforated nasal septum. The immediate effects of cocaine use include dilated pupils and elevated blood pressure, heart rate, respiratory rate, and body temperature, followed by depression. Crack, freebase rock cocaine, is 49 extremely addictive and can cause delirium, hallucinations, blurred vision, severe chest pain, muscle spasms, convulsions, and death.

Methamphetamines – Methamphetamine use causes increased heart rate and blood pressure and can cause irreversible damage to blood vessels in the brain, producing strokes. Other effects include respiratory problems, irregular heartbeat, dental deterioration, and extreme anorexia. Its use can result in cardiovascular collapse and death.

Heroin – Heroin is an opiate drug that causes the body to have diminished pain reactions. The use of heroin can result in addiction, coma, or death due to a reduction in heart rate.

Ecstasy – Ecstasy is related to mescaline and methamphetamine. Its use permanently depletes the body's serotonin reserves, affects memory, heightens anxiety, and has led to death in some users.

#### **IV. Drug and Alcohol Programs**

##### **A. Employees**

Employees with questions or concerns about substance dependency or abuse are encouraged to use the resources of the Employee Assistance Program to receive assistance or referrals to appropriate resources in the community.

An Employee Assistance Program (EAP) is available to all employees through Lincoln Financial Group – Employee Connect. The EAP offers problem assessment, short-term counseling, and referral to appropriate community and private services. Through the EAP, SVC provides confidential access to professional counseling services for help in confronting emotional problems, alcohol and other substance abuse, marital and family difficulties, financial or legal troubles, and other personal concerns.

The EAP is strictly confidential and is designed to safeguard employee privacy and rights. Information given to the EAP counselor may be released only if requested in writing by the employee. Personal information concerning employee participation in the EAP is maintained in a confidential manner. SVC is not informed of employees using EAP services and no information related to an employee's participation in the program is entered into the personnel file. There is no cost for employees to consult with an EAP

counselor. If further counseling is necessary, the counselor will outline available community and private services. The counselor will also let employees know whether any costs associated with private services may be covered by their health insurance plan. Costs that are not covered are the responsibility of the employee. To speak with an EAP specialist, call 1-877-757-7587.

**Other Off-Campus Community Resources:**

Alcoholics Anonymous: 802-295-7611

Narcotics Anonymous: 802-773-5575

**B. Currently Enrolled Students**

**On-Campus Resources Counseling Services:**

The Southern Vermont College Counseling Services Office provides a variety of services to the campus community. The Counseling Services Office can assist degree seeking students with coping skills, stress management, interpersonal, or family concerns by developing new ways of meeting goals and resolving problems. The Office is also able to provide couples counseling as well as alcohol and drug assessments to students.

Counseling is generally available Monday through Friday from 9:00 a.m. to 5:00 p.m. To schedule an appointment, call the Director of Counseling Services at 802-447-6343. In case of an emergency, contact the Southern Vermont College Campus Safety Office, or contact emergency medical services by calling 911.

Campus Safety Office: 802-447-4001

Campus Safety Cell Phone: 802-384-1648

**Off-Campus Community Resources:**

Alcoholics Anonymous: 802-295-7611

Narcotics Anonymous: 802-773-5575

United Counseling Services: 802-442-5491

**V. Disciplinary Sanctions**

**A. Employees**

The Drug and Alcohol Use Policy (Policy # 5-7) states: Employees are prohibited from drinking alcoholic beverages on the job and from reporting to work under the influence of alcohol. Violations of this policy may lead to disciplinary action.

Employees with questions or concerns about substance dependency or abuse are encouraged to use the resources of the Employee Assistance Program to receive assistance or referrals to appropriate resources in the community. Under the Drug-Free Workplace Act, an employee who performs work for a government

contract or grant must notify SVC of a criminal conviction for drug-related activity occurring in the workplace. The report must be made within five days of the conviction. Employees with questions on this policy or issues related to drug or alcohol use in the workplace may raise their concerns with their supervisor or the Director of Human Resources without fear of reprisal.

Please go to the SVC Human Resources web site to read the full Policy and Procedure # 5-7 concerning Drug and Alcohol Use.

In addition, incidents on Campus involving drug and alcohol use may be reported to civil authorities for legal action.

## B. Currently Enrolled Students

### Alcohol and Other Drug (AOD) Level System:

Southern Vermont College is committed to taking specific action in cases involving alcohol or drug violations. This Alcohol and Other Drug Level system is progressive however there are instances where lower levels may be skipped due to the nature of the incident.

Level Status	Outcomes
Level 1	Educational Information Provided \$50 Administrative Fine College Warning (status 6 months) Parental Notification may happen Level 1 status remains for 6 months (no additional violations = status removed)
Level 2*	Educational Information Provided Educational Outcome: Judicial Educator #8 or #9 or related topic \$75 Administrative Fine Residence Hall Probation or College Probation (1 year) Additional Educational Outcome(s) may be assigned Parental Notification may happen Level 2 status remains for 1 year (no additional violation = status removed)
Level 3**	Educational Information Provided Educational Outcome: Judicial Educator #15 or related topic \$100 Administrative Fine College Probation (1 year) On-campus Alcohol and Other Drug (AOD) Counseling through Counseling Services Additional Educational Outcome(s) may be assigned Parental Notification may happen Level 3 status remains for 2 years (after 1 year of no additional violation status decrease to Level 2, if no additional violations happen after 2 years = status removed)
Level 4**	\$200 Administrative Fine Residential Suspension or Expulsion, College Suspension, or College Expulsion Parental Notification may happen

\* A first incident in which medical treatment/transport may result in automatic placement on Level 2. Any additional incident in which medical treatment/transport may result in level increase of 2 if already on a level.

\* Off-Campus Police/Authorities are involved may result in automatic placement on Level 2.

\*\* Drug Sale &/or Distribution may result in automatic Level 3 or Level 4.

**Residential Suspension** - Temporary dismissal from College-owned housing for a specified period of time and without financial reimbursement. After this period is concluded, the student may regain their ability to live in a residence hall following an interview with the Dean of Students or designee. A residentially suspended student may not enter any College owned housing during this time. The Dean of Students may need to work with Academic Advisor on class schedule if a class is located in Hunter Hall. Return to housing will be on a space available basis.

**Residential Expulsion** – Permanent expulsion from College-owned housing without financial reimbursement. A residentially expelled student may not enter any College owned housing for the remainder of their College career. The Dean of Students may need to work with Academic Advisor on class schedule if a class is located in Hunter Hall.

**Suspension from the College** – Temporary dismissal from the College for a specified period of time. After this period is concluded, the student may resume his or her studies following an interview with the Dean of Students or designee. A suspended student may not engage in College activities, use any College facilities, or be on College property without expressed permission from the Dean of Students or designee. During the period in effect, suspension is recorded on the student’s academic record. Upon the student’s reinstatement, this notation is permanently removed from the academic records, and will be considered eligible for registration in compliance with academic policy. Any further incidents of misconduct after the student is readmitted may result in disciplinary dismissal. Return to housing will be on a space available basis.

**Expulsion from the College** – Permanent dismissal from the College without the right to return. An expelled student no longer has the privileges of matriculated students and may not engage in College activities, use any College facilities, or be on College property. Expulsion is recorded on the student’s transcript.

In addition, incidents on Campus involving drug and alcohol use may be reported to civil authorities for legal action.

## **VI. Programing from the Division of Student Affairs**

### **Programming 2017-2018**

- Alcohol Awareness
- Drug Awareness
- Title IX
- Diversity & Social Issues
- Health & Wellness

### **Student Engagement 2017-2018**

- Fresh Check Day - The following category breakdown was included in this event
  - Alcohol awareness
  - Drug Awareness,
  - Health & Wellness
  - Diversity & Social Issues

## **VII. Annual Notification of the DAAPP**

Annual Notification Procedure To comply with Part 86 of the Drug-Free Schools and Campuses Regulations, Southern Vermont College will produce an annual notice to be communicated to all students, faculty, and staff. A similar notice shall also be communicated to any new students or employees who matriculate after the date of annual distribution. Distribution shall be in writing and may be accomplished through electronic communication unless the College has a reason to know that the individual cannot use that method of communication, in which case the communication shall be made in an alternative format.

The annual notification shall include:

- I. Standards of conduct that clearly prohibit the unlawful possession, use or distribution of illicit drugs and alcohol by students and employees;
- II. A description of the legal sanctions under local, state, or federal law for the unlawful possession or distribution of illicit drugs and alcohol;
- III. A description of the health risks associated with the use of illicit drugs and alcohol abuse;
- IV. A description of any drug or alcohol counseling, treatment, rehabilitation, or reentry programs that are available to employees or students; and
- V. A clear statement that the institution will impose sanctions on students and employees and a description of those sanctions, up to and including expulsion or termination of employment and referral for prosecution, for violations of the standards of conduct.